

THE STATES OF DELIBERATION
of the
ISLAND OF GUERNSEY

25th June, 2019

Proposition P.2019/40

Policy & Resources Committee

Policy & Resource Plan – 2018 Review and 2019 Update

AMENDMENT

Proposed by: Deputy G St Pier

Seconded by: Deputy J Le Tocq

To insert the following Proposition:

"4. To agree:

- a) To amend the Rules of Procedure of the States of Deliberation and their Committees by inserting, after Rule 45(1), the following Rule:

"(1A) The Policy & Resources Committee shall designate its President or one of its members as the States' lead member for Corporate Services, with responsibility for the services that are provided by the States of Guernsey to the Principal Committees and other Committees of the States.";

- b) To direct the Policy & Resources Committee to set up a working group, involving one designated representative of each of the six Principal Committees and the Policy & Resources Committee; and

- c) To direct the Policy & Resources Committee to coordinate regular forums for the working group to be attended by the designated representatives of each of those seven Committees, and with other States' bodies invited where appropriate, which shall include formal consideration of:

- i. Adequacy of resourcing of Corporate Services across the States;
ii. The development, if appropriate, of any service level agreements;

- iii. Performance metrics of the organisation, including any minimum service standards, and any performance issues to be resolved; and
 - iv. Any other matters requiring cross-Committee discussion, coordination or resolution.
- d) That, for the purposes of this Amendment, "Corporate Services" are defined as HR, ICT, Finance, Data Protection, Health & Safety and Communications, as set out on page 4 of Appendix 7 (Public Service Update 2019) of the Policy & Resource Plan."

EXPLANATORY NOTE

The Policy & Resources Committee has, for some time, recognised that the operational services do not sit comfortably within its remit. The Committee has sought to bring clarity to the difference between the services for which it is accountable under its mandate and those for which it is the *de facto* guardian by splitting them within the budget.

It is misleading to think of these services as being provided by the 'Office of the Policy & Resources Committee' and it has proved to be unhelpful to those providing the services to be considered 'P&R officers'. Committees often misunderstand the nature of the matrix relationship and consider that the work of the officers within the function is being directed by the Policy & Resources Committee.

This Amendment seeks to give a formal platform to the conversations that must be had to ensure the very best service is achieved for Committees and Service Areas within the limited resource availability, remembering that the States of Guernsey remain 'lean' in comparison with other jurisdictions and recognising that developing, delivering and monitoring internal service level agreements and standards will require the use of scarce resource and must therefore demonstrably add value.